



## Legislation Details (With Text)

**File #:** 18-749      **Version:** 1      **Name:**  
**Type:** Action Item      **Status:** Agenda Ready  
**File created:** 8/24/2018      **In control:** BOARD OF SUPERVISORS  
**On agenda:** 8/28/2018      **Final action:**  
**Title:** Approve Recommended Change to Paid Emergency Leave (PEL) Policy  
**Sponsors:** Administrative Office  
**Indexes:**  
**Code sections:**  
**Attachments:** 1. Paid Emergency Leave revise per river and ranch fires 082818 revision

Date	Ver.	Action By	Action	Result
8/28/2018	1	BOARD OF SUPERVISORS	approved	Pass

## MEMORANDUM

**TO:** Board of Supervisors  
**FROM:** Carol J. Huchingson, County Administrative Officer  
**DATE:** August 28, 2018  
**SUBJECT:** Approve Recommended Change to Paid Emergency Leave (PEL) Policy

### EXECUTIVE SUMMARY:

As you recall, on August 7, 2018, your Board approved changes to the County Policy on PEL to provide support to County employees affected by the River and Ranch Fires.

While the policy revisions you approved specified “mandatory” evacuation, upon implementation of the policy, it became apparent that there were many compelling reasons for evacuating under an advisory evacuation notice. As such, staff recommends deleting the word “mandatory” from references to evacuation. Moreover, staff recommends adding “employee’s own health” to the good cause portion of the policy (next to last paragraph of Workplace Emergency section).

There were other issues that came up during implementation of the PEL changes approved on August 7, 2018 and I have formed a committee of Department Heads to further review the policy and make recommendations for future changes. But the above requested changes are the most immediate and your approval will enable September 1, 2018 payroll with PEL included for many.

**FISCAL IMPACT:** ☒ None ☐ Budgeted ☐ Non-Budgeted

Estimated Cost:

Amount Budgeted:

Additional Requested:

Annual Cost (if planned for future years):

**FISCAL IMPACT (Narrative):** None

**STAFFING IMPACT (if applicable):** None

**RECOMMENDED ACTION:**

Approve policy changes and authorizing initiation of the Meet and Confer process as appropriate.